



Reaffirmation of Commitment to Employment Diversity/Equal Opportunity/Affirmative Action

August 30, 2023

Dear Colleagues,

The City University of New York (CUNY) holds a long-standing commitment to diversity and equal opportunity in all aspects of employment practices, and at the CUNY Graduate School of Public Health and Health Policy (CUNY SPH), we have implemented policies and practices to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of its diverse representation of people and perspectives, and I am committed to CUNY SPH's compliance with CUNY's Policies and Procedures that ensure equity, diversity and inclusion for our campus community.

I invite you to view the following policies at:

- [Equal Opportunity and Non-Discrimination Policy](#)
- [Title IX – Policy on Sexual Misconduct](#)
- [Reasonable Accommodations and Academic Adjustments](#)
- [Reporting of Alleged Misconduct](#)

The Equal Opportunity and Non-Discrimination Policy states CUNY's commitment to recruit, employ, retain, promote and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, immigration status, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses or any other legally prohibited basis in accordance with

federal, state and city laws. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements.

For questions and further information, please contact:

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While the entire CUNY SPH community shares the responsibility for ensuring our compliance with these policies and laws, I ask all managers and supervisors to provide direct support to promote and ensure equal opportunity, affirmative action, diversity and inclusion in all employment practices at the CUNY SPH.

Thank you.



Dean Ayman El-Mohandes, MBBCh, MD, MPH
